



MIAMI BEACH

OFFICE OF THE CITY MANAGER

NO. **LTC#** 253-2015

LETTER TO COMMISSION

TO: Mayor Philip Levine and Members of the City Commission

FROM: Jimmy L. Morales, City Manager

DATE: June 18, 2015

SUBJECT: Voluntary Benefits and Open Enrollment for 2015/2016

This Letter to Commission is to inform you that open enrollment for the benefit year 2015/2016 will take place between July 20th and August 14th.

In the last year we have been evaluating the numerous voluntary benefit options the City offers. Our business process review indicates that the large number of choices creates an undue administrative burden in processing invoices from a large number of providers and perhaps confuses enrollees as they make duplicative and costly selections.

The City currently offers active employees and retirees voluntary benefits through the following providers:

1. Professional Insurance Company (short term disability – pre and post-tax, cancer insurance)
2. Assurity Life (short term disability)
3. United Insurance Company of America (universal life)
4. Provident Companies (universal life)
5. Trustmark Insurance (accident, critical illness, universal life)
6. Kanawha Insurance Company (critical care insurance)
7. UNUM (short and long term disability)
8. Hartford (basic, supplemental and dependent life insurance)
9. Colonial Life & Accident Insurance (accident, cancer, critical illness and hospital plan)
10. Preferred Legal Plan (legal insurance)
11. US Legal Services (legal insurance)

Effective October 1, 2015, the City will offer the same voluntary benefits payable via payroll deductions from:

1. UNUM (short and long term disability)
2. Hartford (basic life)

3. Colonial Life and Accident Insurance (accident, cancer, critical illness, hospital confinement indemnity, supplemental and dependent life, whole life)
4. Preferred Legal Plan (legal insurance)

Enrollees will be notified that they can continue with their current voluntary benefit providers by making arrangements to pay the companies directly.

We believe this change allows us to continue to provide good benefits and remain competitive in the labor market while allowing for some streamlining and efficiencies in the delivery of our internal services.

Please let me know if you have any questions or need any additional information.

c: Kathie G. Brooks, Assistant City Manager
Sylvia Crespo-Tabak, Human Resources Director
Faye Traeger, Benefits Manager

JLM/KGB/SC-T